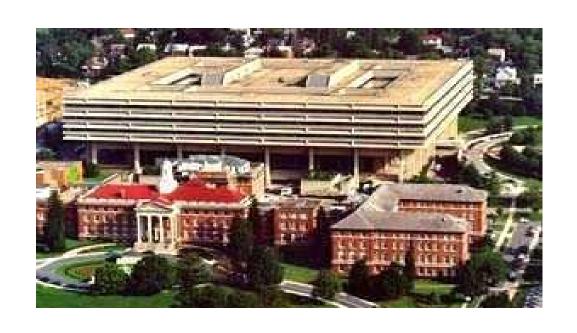


WALTER REED ARMY MEDICAL CENTER STRATEGIC RECRUITMENT



RUTH M. BARROW 18 August 2004

ACTION PLAN

MUST HAVE

- Buy-In Commitment Support Partnerships Funds
- Directorate Resources Management Buy-in/funds
- Command Leadership Buy-in
- MEDCOM Support/Action
- CPOC Support/Responsiveness

CHALLENGES

- Meeting staffing needs for Medical/Research hard-to-fill occupations
- Metropolitan DC (MD&VA) area highly competitive job market (Federal/Private Industry 15 hospitals w/n 10 mile radius)
- Global War on Terrorism (GWOT) increases mission demands
- Contract Employees Management's First Option

CHALLENGES continued

Contract	System
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VS

Federal System

(1,239 on-board)

(2,652 on-board)
Active recruiting 200
additional

- * Faster job fills (2 wks or less)
- * Faster Removals

- * Occupy civilian slots
- * Long-Term employees
- * Supervised by Federal Supervisor
- * Drug test results (w/n 3 days)

- * Hiring process too slow (Improvement w/Direct Hire)
- * Personnel processes too cumbersome does not meet immediate needs
- * Retention remains an issue
- * Drug test results (10-14 days)

TASK 1 - MEETING STAFFING NEEDS (Hard-to-Fill)

ACCOMPLISHMENTS

- Nurse Recruiter on staff full-time
- Human Resource Liaison (WRHCS)
- Direct Hire Authority for Medical occupations
- Utilize hiring incentives Advance-in-hire (72%)
 Recruitment bonuses (5%), Retention Allowances
 (20%), Relocation Allowances (3%), Physicians
 Comparability Allowances (100%)
- Tuition Assistance 10 employees
- Job Fairs on/off site

TASK 1 - MEETING STAFFING NEEDS (Hard-to-Fill)

ACCOMPLISHMENTS - continued

- Advertisement newspapers, professional journals, TV, Radio (Unions)
- 180 day waivers for retired military
- Medical Inventory (MEDIC) on-going virtual job fair

TASK 2 — HIGHLY COMPETITIVE JOB MARKET

ACCOMPLISHMENTS

- same as Task 1, Also
- Residential Leases (affordable) "New"
- Student loan repayments need funding
- Accelerated Nursing Program 1

TASK 3 — CONTRACT EMPLOYEE CONVERSION TO FEDERAL SYSTEM

ACCOMPLISHMENTS

- Identified cost effectiveness
- 16 cost analysis completed per DRM \$180,800 savings per year
- Per Commander 27 additional contract employees identified for conversion

NOTE: Some GS-14 equivalents

TASK 4 — WALTER REED'S "FROM THE BATTLEFIELD TO THE WORKPLACE PROGRAM" FOR OUR YOUNG DISABLED MILITARY MEMBERS

ACCOMPLISHMENTS

- Concerted partnership effort (OPM/CPAC/ACS/VA)
- Identify/Establish positions